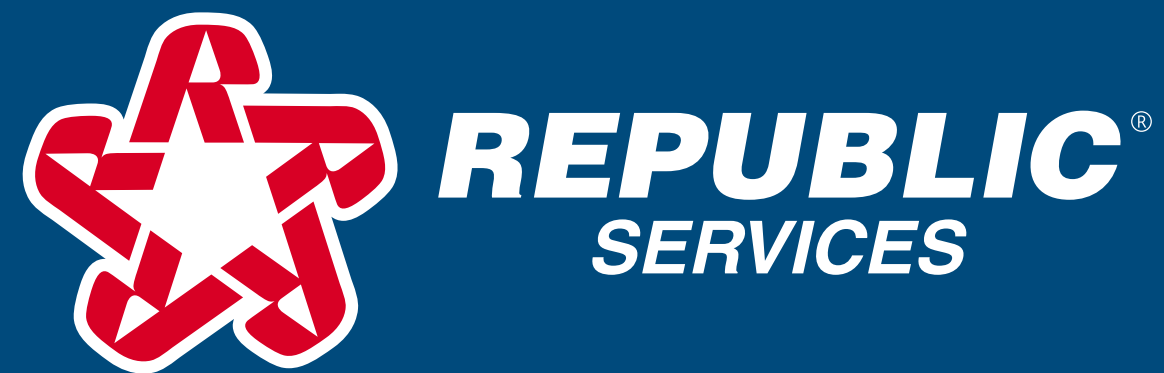


Sustainability in Action™

2025 Sustainability Report



2025 Sustainability Report

Republic Services presents its 2025 Sustainability Report, reinforcing our commitment to transparency while showcasing the initiatives and measurable progress driving us toward our ambitious 2030 Sustainability Goals. The data reflected in this report represents performance as of December 31, 2025, and has undergone limited assurance by Apex, an accredited independent third party. Our full suite of 2025 sustainability disclosures is available at RepublicServices.com/sustainability/reporting.

DISCLOSURE REGARDING FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking information about us that is intended to be covered by the safe harbor for “forward-looking statements” provided by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are statements that are not historical facts. Words such as “guidance,” “expect,” “will,” “may,” “anticipate,” “plan,” “estimate,” “project,” “intend,” “should,” “can,” “likely,” “could,” “outlook” and similar expressions are intended to identify forward-looking statements. These statements include information about our sustainability targets, goals and programs in addition to our plans, strategies, expectations of future financial performance and prospects. Forward-looking statements are not guarantees of performance. You should not place undue reliance on any forward-looking statement. These statements are based upon the current beliefs and expectations of our management and are subject to significant risk and uncertainties that could cause actual results to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot assure you that the expectations will prove to be correct. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. More information on factors that could cause actual results or events to differ materially from those anticipated is included from time to time in our reports filed with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2025, particularly under Part I, Item 1A – Risk Factors, and in our Quarterly Reports on Form 10-Q. Additionally, new risk factors emerge from time to time, and it is not possible for us to predict all such risk factors, or to assess the impact such risk factors might have on our business or sustainability programs and goals. We undertake no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.

Table of Contents

Our Approach	4
Safety	10
Talent	15
Climate Leadership	19
Communities	30



A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

Sustainability Drives Our Business Forward

At Republic Services, sustainability is how we create value. Value for our customers, our communities and our business.

Our latest assessment of our sustainability priorities reaffirmed what matters most to our stakeholders: safety. It ranked first across internal and external groups, reflecting our values and reinforcing our strong commitment to protecting our people, communities and the environment.

In 2025, we enhanced our leading Safety program to more formally integrate Environment, Health and Safety. This comprehensive approach helps strengthen compliance, support responsible operations and keep our colleagues and communities safe. During the year, our Belleville, Michigan, Environmental Solutions facility marked seven years without an OSHA recordable incident.

Republic Services aims to be a company where great people build lasting careers. Employee engagement continues to rise, and in 2025, our score reached 87, our highest yet and nearing our 2030 goal of 88. We also achieved our lowest turnover rate on record.

We continued to expand our environmentally responsible operations. The Indianapolis Polymer Center and Blue Polymers Complex opened during the year, doubling our capacity to produce recycled plastic flake for beverage bottles and other consumer packaging.

We lead the industry in fleet electrification, with more than 180 electric collection trucks in service at the end of 2025. These EVs provide cleaner, quieter service and have helped reduce total fleet emissions by 37% from our 2017 baseline.

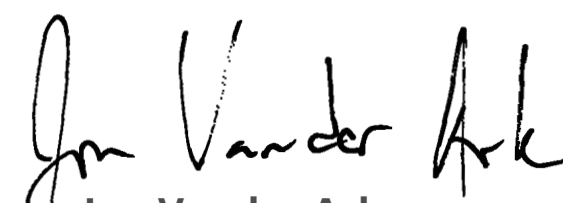
Nine renewable natural gas facilities came online at our landfills in 2025, making it our most productive year yet for renewable energy development.

In our communities, we continue to make a positive impact. Our employee volunteerism and financial contributions benefited 5.7 million people in 2025. We are on track to achieve our goal of creating sustainable neighborhoods through strong community partnerships for 45 million people.

Our 42,000 employees live our values and deliver results the right way, and that commitment is being recognized. We've recently been honored as one of Fortune's World's Most Admired Companies, Ethisphere's World's Most Ethical Companies and as a certified Great Place to Work.

Looking ahead, we remain focused on our sustainability goals and the opportunities before us. I am proud of our accomplishments and confident in our continued progress. Sustainability is driving long-term value for our stakeholders and helping our customers achieve their goals.

Sustainability drives our business forward.


Jon Vander Ark
President & Chief Executive Officer



OUR APPROACH

2025 Sustainability Highlights



SAFETY

735K

Safety training hours

0

Reportable incidents for 7 years in Belleville, MI

23%

Safer than industry average
According to OSHA recordable rates for the past 10 years



TALENT

2,335

Leaders trained

87

Employee engagement score

15

Service members participated in SkillBridge



CLIMATE LEADERSHIP

37%

Reduction in total fleet emissions since 2017

13K

Acres of open space preserved at landfills

9

New RNG projects brought online

\$973M

In sustainability investments
Based on EU Taxonomy eligibility



COMMUNITIES

25M

People positively impacted since 2017

1,030

Community grants

653

Communities benefited

14

National Neighborhood Promise projects funded

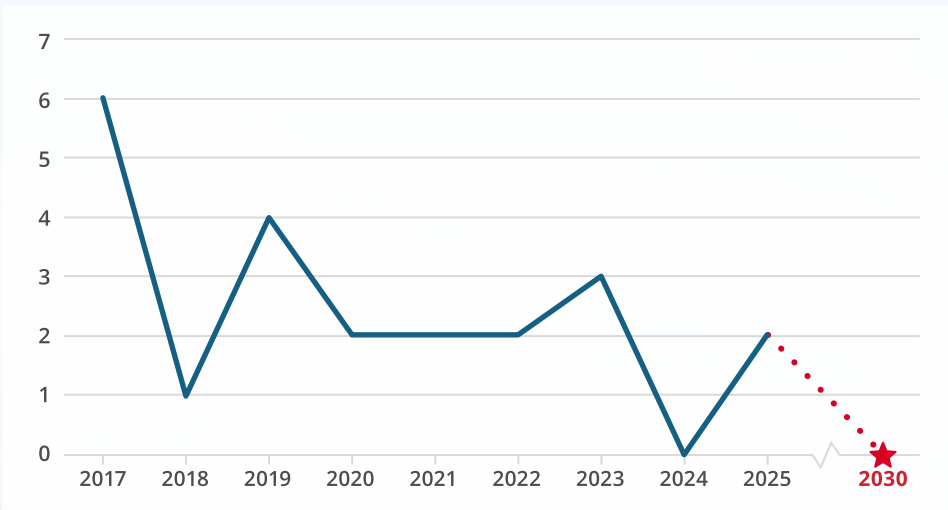
2030 Sustainability Goals and Progress



SAFETY

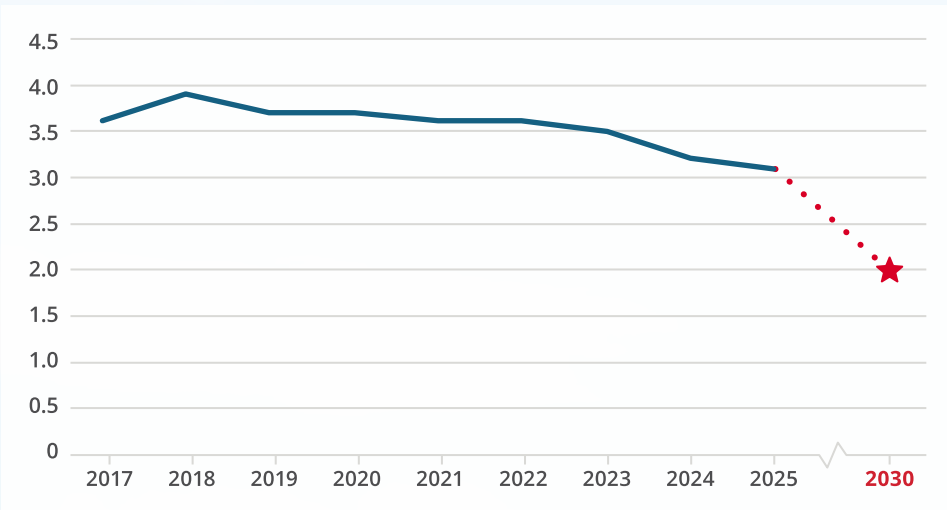
Safety Amplified

0 Employee fatalities



Incident Reduction

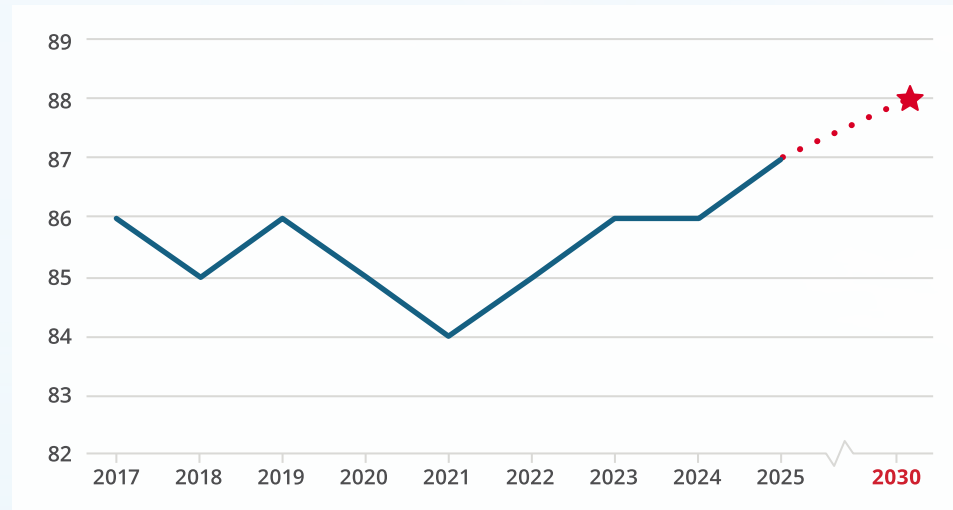
<2.0 Reduce our OSHA Total Recordable Incident Rate (TRIR) to 2.0 or less



TALENT

Engaged Workforce

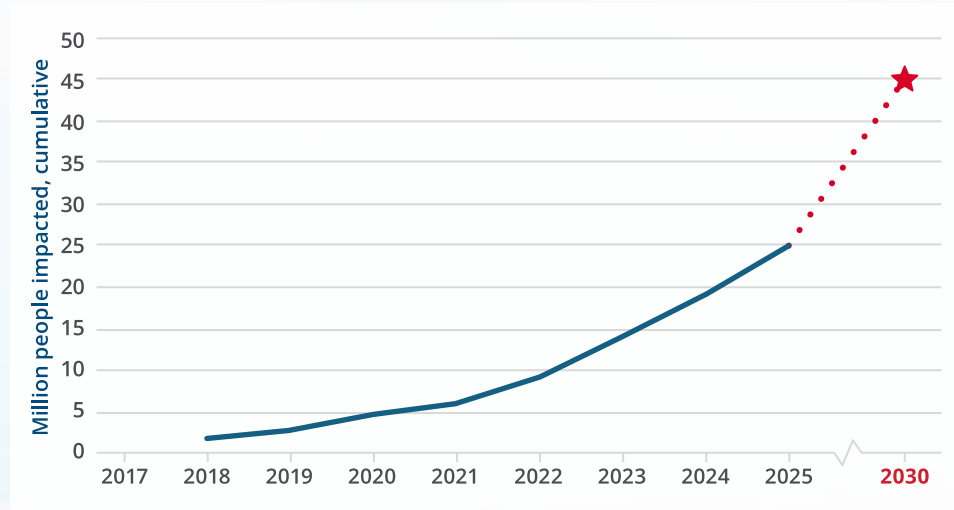
88 Achieve and maintain employee engagement scores at or above 88



COMMUNITIES

Community Investment

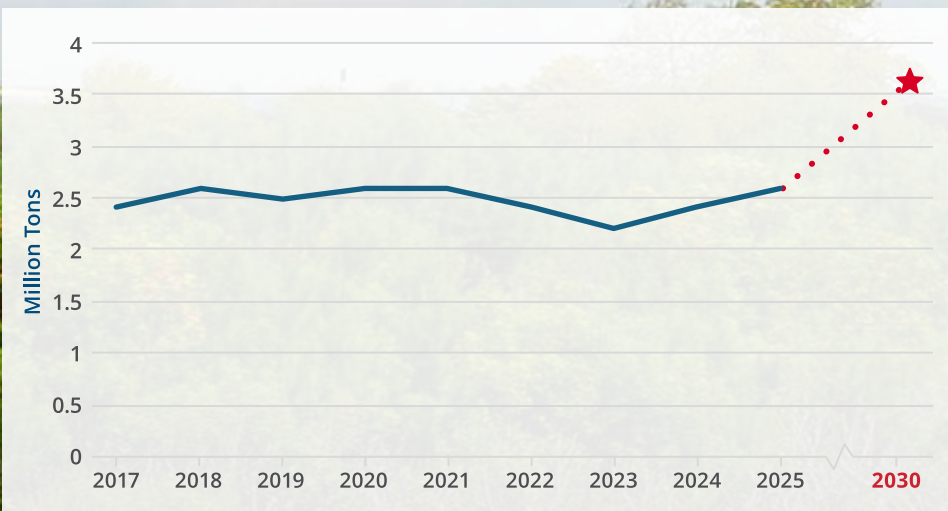
45M Create sustainable neighborhoods through strong community partnerships for 45 million people



CLIMATE LEADERSHIP

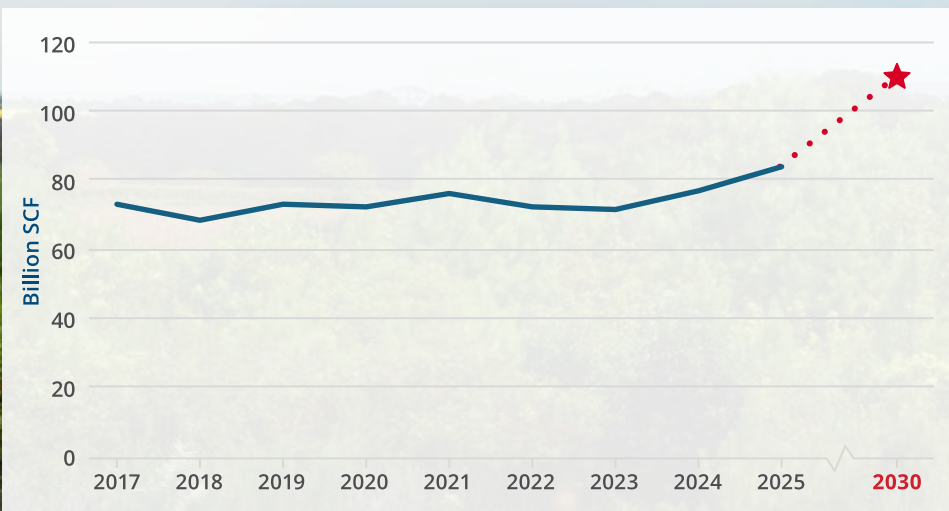
Circular Economy¹

40% Increase recovery and circularity of key materials by 40% on a combined basis¹



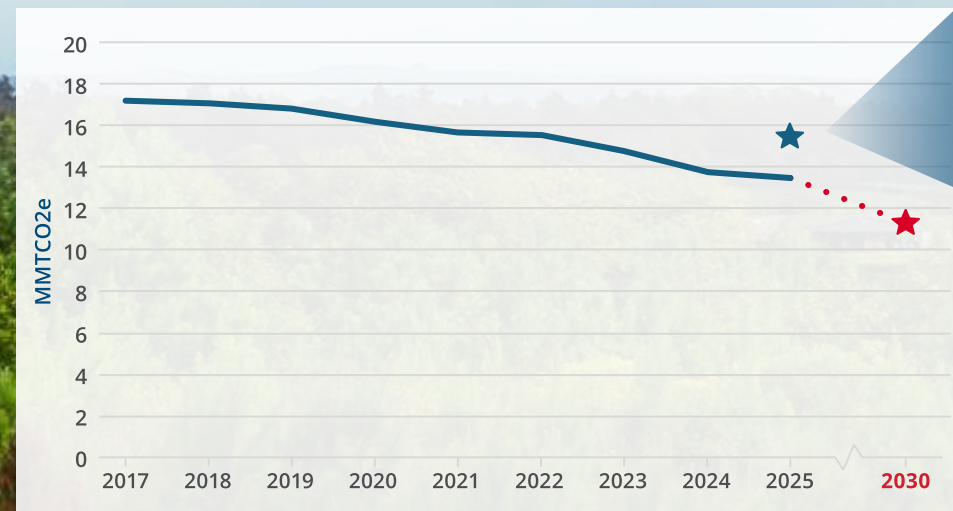
Renewable Energy¹

50% Increase beneficial reuse of biogas by 50%¹



Emissions Reduction¹

35% Reduce absolute Scope 1 and 2 greenhouse gas emissions 35%²



2025 Target:
10% Reduction
2025 Progress:
22% Reduction

¹2017 baseline year

¹2017 baseline year

¹2017 baseline year ²Approved by SBTi

U.N. Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a global framework for advancing a more sustainable and equitable future. While these goals are universal, businesses play a critical role in safeguarding environmental and social well-being while driving economic progress.

Republic Services has aligned our 2030 Sustainability Goals within the SDG framework. Our targets directly support six SDGs, with our broader operations and initiatives contributing to six additional goals. Through this alignment, we aim to deliver meaningful impact — strengthening communities and protecting the environment for generations to come.

2030 GOALS ALIGNED WITH SDGS

SDG

3

GOOD HEALTH AND WELL-BEING

OUR IMPACT

- Recycling and waste collection leads to cleaner, healthier society
- EHS program encompasses environmental compliance, employee health and safety culture

Goal: Safety Amplified

Goal: Incident Reduction

7

AFFORDABLE AND CLEAN ENERGY

OUR IMPACT

- 84 landfill gas and solar projects produce clean energy for communities
- Equity investments support solar development

Goal: Renewable Energy

8

DECENT WORK AND ECONOMIC GROWTH

OUR IMPACT

- Stable careers with training, upskilling and opportunity for advancement
- High employee engagement scores outpace national benchmarks

Goal: Engaged Workforce

SDG

11

SUSTAINABLE CITIES AND COMMUNITIES

OUR IMPACT

- Circularity, renewable energy and electric vehicle (EV) initiatives support environmental sustainability in communities
- Community Investment platform funds sustainability initiatives aligned with business priorities

Goal: Community Investment

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

OUR IMPACT

- 100+ recycling and organics facilities across North America provide diversion solutions
- Polymer Center-Blue Polymers network generates domestically sourced feedstock for sustainable packaging

Goal: Circular Economy

13

CLIMATE ACTION

OUR IMPACT

- 180+ EV collection vehicles operating in communities we serve
- Climate Transition Road Map charts course for operational emissions reductions

Goal: Emissions Reduction

INITIATIVES SUPPORTING SDGS

SDG

4

QUALITY EDUCATION

OUR IMPACT

- Tech Institute expands skilled training
- In-house CDL training widens pool of drivers
- Education and development opportunities for employees of all levels

6

CLEAN WATER AND SANITATION

OUR IMPACT

- Operations ensure waste is effectively removed from environment
- Liquid waste stabilization and storage protects groundwater
- Leachate/wastewater treatment removes contaminants, returns clean water to aquifers

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

OUR IMPACT

- Polymer Center-Blue Polymers network is advancing plastics circularity
- EV infrastructure deployed in 30+ locations
- Commercial food waste facilities enable greater organics diversion

SDG

10

REDUCED INEQUALITIES

OUR IMPACT

- College degree requirement removed for most company roles
- Community Investment program supports meals, housing and education
- Business Resource Groups drive inclusion and allyship

14

LIFE BELOW WATER

OUR IMPACT

- Coast Guard-certified Oil Spill Response Organizations (OSRO)
- 24/7 emergency response to environmental incidents in rivers, lakes and oceans
- Aggregation of recycling and waste helps keep plastic out of waterways and oceans

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

OUR IMPACT

- Commitment to environmental justice and meaningful involvement of all stakeholders
- Good Neighbor Plan guides engagement and education

DOUBLE MATERIALITY ASSESSMENT

Defining Our Approach to Sustainability

At Republic Services, sustainability is key to how we do business and serve our customers.

We engage with customers, investors, regulators, employees and company leaders to understand the issues that matter most to them. In addition to these ongoing conversations, we also conduct a more formal review known as a Double Materiality Assessment (DMA).

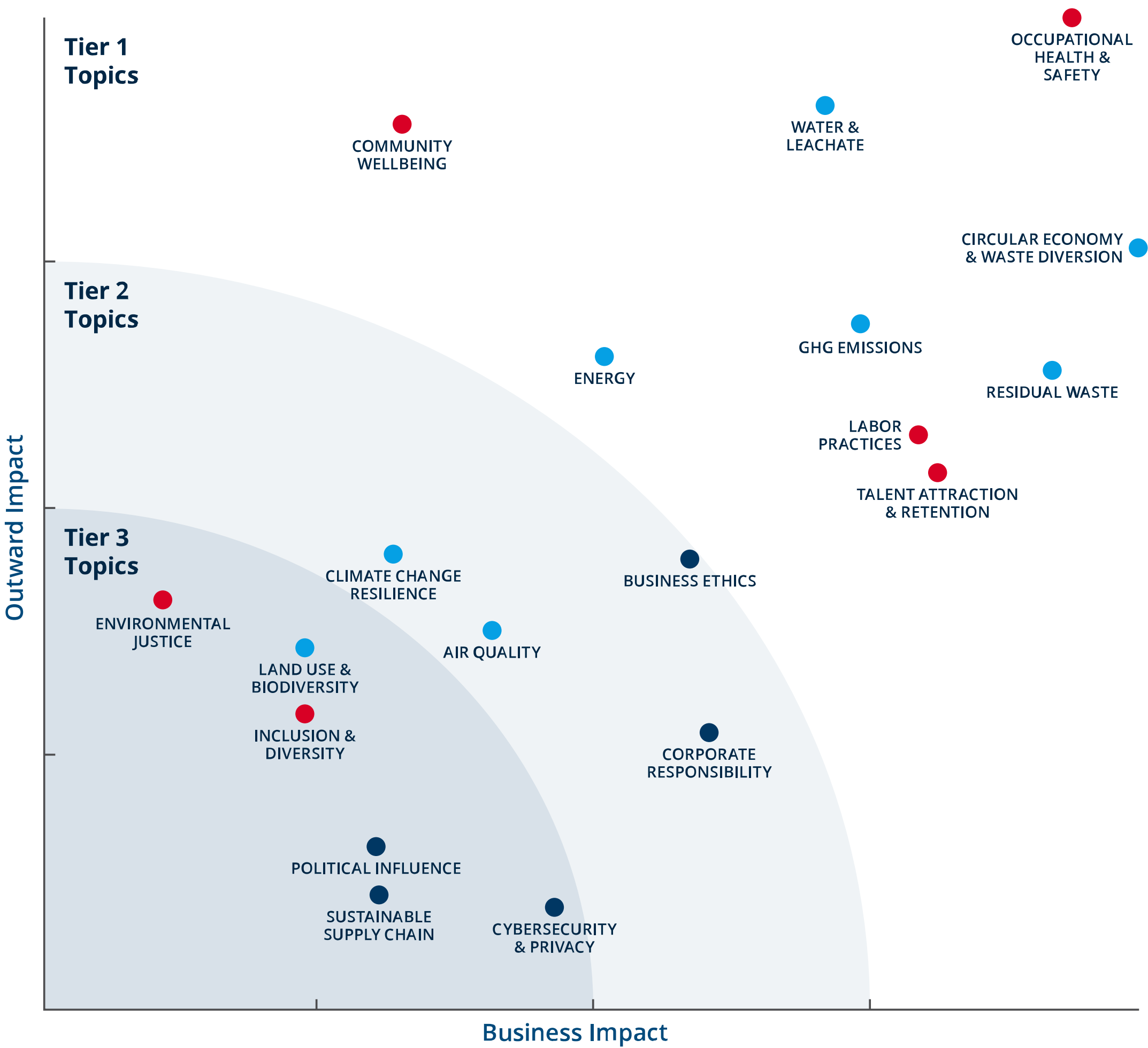
A DMA is a framework that helps identify the sustainability topics most important to our business and our stakeholders. It looks at these topics from two perspectives: how they impact our business, and how our business impacts people and the environment.

We completed our most recent DMA in early 2026. The assessment identified nine priority sustainability topics. Safety, identified in the DMA as Occupational Health & Safety, ranked as the most important topic from both an internal and external perspective. This reflects the importance of safety as our top company value.

Over the next year, we expect the DMA to help guide our sustainability strategy and support how we set priorities and future goals.

MATERIALITY MATRIX

● Environment ● Social ● Governance



Corporate Governance

We deliver results the right way, with care for the environment, the communities we serve, investors and our employees. Our corporate governance framework defines responsibilities, sets high ethical standards for professional and personal conduct, and helps ensure compliance.

Sustainability Governance

Republic Services’ Board of Directors provides active oversight of the company’s environmental and sustainability strategy, ensuring accountability and alignment with long-term business objectives. The board is directly involved in overseeing sustainability initiatives and conducts a comprehensive annual review of the company’s sustainability performance, reinforcing the integration of environmental and social considerations into enterprise governance.

To support this oversight, in 2015, the board established a dedicated Sustainability & Corporate Responsibility Committee. This committee oversees Republic Services’ sustainability performance, corporate responsibility commitments and role as an ethical organization, as well as risks and opportunities related to climate change, safety, community engagement, environment and reputation.

The Sustainability & Corporate Responsibility Committee reviews sustainability performance and sustainability innovation strategy quarterly and receives regular updates on key initiatives including fleet electrification, safety and community engagement.

Together, this governance structure supports effective oversight and advancement of sustainability priorities, and long-term value creation.

Board Refreshment and Succession Planning

We maintain a balanced and effective Board of Directors through an active refreshment and succession planning process. The Nominating & Corporate Governance Committee regularly evaluates board tenure, skills and composition in light of the company’s evolving business needs and feedback from board and committee evaluations, and investors. We have added three new independent directors to the board in the last three years.

Board succession planning is discussed at regular intervals throughout the year. To support ongoing refreshment, the Board maintains a mandatory retirement age of 75. Directors are selected for the Board in accordance with our Corporate Governance Guidelines with the objective of ensuring that the backgrounds, experiences, skillsets and viewpoints are varied and aligned with the Board’s needs and strategic vision.



Corporate Governance

Sustainability and Performance Modifier in Compensation

Progress on our sustainability goals is embedded in our management approach and directly linked to business performance, culture and strategy. As a result, executive compensation is aligned with sustainability outcomes. Annual incentive awards for senior executives may be adjusted up or down by up to 10 percentage points based on interim performance against four priorities: safety, talent, climate leadership and customer zeal. This Sustainability and Performance Modifier is applied consistently across all members of senior management.

Ethical Use and Governance of AI

Republic Services is committed to using artificial intelligence (AI) responsibly, ethically and in compliance with applicable laws as we integrate these technologies to support our business objectives. Given the rapidly evolving nature of AI, we regularly review how the technology is used across the company and assess related risks and opportunities.

In 2024, we implemented a companywide Acceptable Use of Generative AI Technologies Policy and Procedures, which establishes governance measures for the development, procurement and use of generative AI. This framework outlines expectations for ethical use, restricts the input of confidential or personal information without approval, and defines a process for vetting and implementing AI tools.

The board and management oversee AI use through ongoing education, risk assessment and evaluation of governance mechanisms to ensure appropriate safeguards remain in place. In 2026, we further strengthened this framework by introducing AI compliance training for select employees, reinforcing companywide standards for the responsible and compliant deployment of AI solutions.



Code of Business Ethics and Conduct

Republic Services' **Code of Business Ethics and Conduct** defines the ethical principles and standards that guide how we operate and make decisions every day. The Code applies to all team members and members of the Board of Directors, and reinforces our expectation that everyone acts with integrity and in compliance with applicable laws and regulations. We promote a culture of open communication and encourage employees to speak up and report concerns without fear of retaliation. Republic Services strictly prohibits retaliation or intimidation against individuals who raise concerns, seek guidance, ask compliance-related questions or participate in investigations. Employees have multiple channels to report concerns, including management, Human Resources, the Legal Department, the Ethics & Compliance Office or the confidential AWARE Line — an independent, third-party reporting service available 24/7.

AWARE LINE

1.866.3.AWARE.4

AWARELINE.RepublicServices.com



SAFETY

1,000 Days Accident-Free

In February 2026, our Northwest Tennessee Landfill team achieved an important safety milestone: 1,000 consecutive days without a workplace accident. For General Manager Bobby Stewart, this achievement didn't come as a surprise. In fact, it's the result of intentional, daily commitment at every level of the team.

A Culture of Safety

The team's commitment to safety starts with Operations Supervisor Brian Johnson and Division Manager Dave Bragg. Brian leads a safety huddle each morning, reviewing conditions that could affect the day ahead. He also holds regular one-on-ones with each employee throughout the month, with extra attention to newer and higher-risk team members. Dave, who brings more than 40 years of experience with Republic Services, uses morning gatherings to share the kind of knowledge that comes with time and experience.

Day-to-Day at the Landfill

The Northwest Tennessee Landfill is no small operation. Spanning 610 acres and serving 20 counties across Tennessee and Kentucky, the site receives 20,000 truckloads annually.

By 6:30 each morning, the team is on-site and ready for Brian's daily safety meeting. The daily work is physical and complex. Crews may find themselves working through severe rain, heavy winds and deep mud. It's a physically challenging environment with real consequences if focus slips, which is why safety remains a constant conversation throughout the workday.

Empowered to Stop Work

Frontline employees are encouraged to look out for one another and empowered to stop work whenever something doesn't feel right. "One of the things I tell every supervisor is that their Number One goal is to reduce risk in the jobs for the frontline employees," Bobby said. "Those guys are out there doing the work, and it's our supervisors' job to make sure it's as safe as possible every day. They take that job very seriously."

The Next 1,000 Days

For the Northwest Tennessee Landfill team, 1,000 days accident-free isn't the finish line. The same daily habits that got them here are the ones that will carry them even further. "I believe our focus on safety will keep that site accident-free for years to come," Bobby said.

"It's a total culture of safety over here."

- GM Bobby Stewart



ENVIRONMENT, HEALTH & SAFETY

Strengthening Safety Through EHS Framework

As Republic Services has evolved into a leading environmental services provider, we’ve updated our comprehensive Environmental Compliance, Health and Safety (EHS) program to address increasing operational complexity.

Our disciplined EHS framework is embedded in our culture and guides decision-making across the company. “Safe” is Republic Services’ top value, reinforced through leadership engagement, workforce capability development, cross-functional collaboration, and the use of data

and technology to improve performance. Clear standards, engineering controls and operational discipline support safe and consistent operations across our facilities.

In addition to employee safety, our EHS framework supports environmental compliance and responsible operations. We work collaboratively with internal stakeholders and regulatory authorities to maintain permit compliance and uphold our environmental stewardship responsibilities.

EHS PILLARS



Programs & Standards
Establish the framework to guide actions



Audit & Assurance
Continuous improvement



Risk Management
Make risk-informed decisions



Talent & Capabilities
Enhance employee capabilities



Technology Enabler
Leverage technology to accelerate safer outcomes

RISE Videos: Small Format, Big Impact

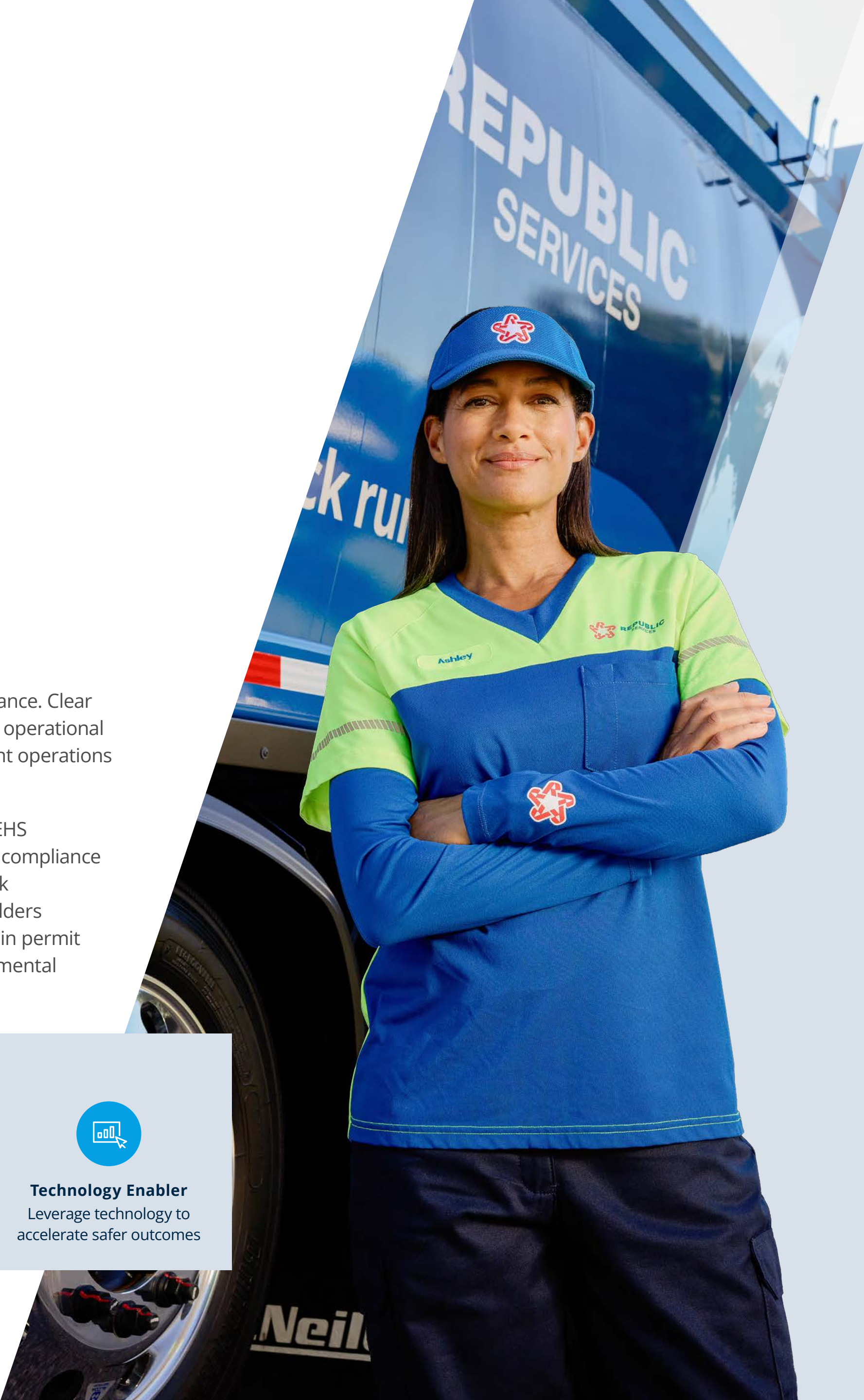
Reaching frontline employees with timely messages can be challenging. At Republic Services, most frontline team members spend most of their day on the road, in shops or working at disposal, recycling or response sites, rather than at a computer.

That’s why in 2025, we introduced short safety videos on our RISE dispatch platform. Drivers already log onto the RISE platform at the beginning of their shift, giving us a guaranteed moment to connect. We’re using that touchpoint to deliver quick, engaging videos focused on one clear safety tip at a time.

We’ve produced dozens of videos, with a new one launching every Tuesday to align with monthly safety topics, including distracted driving and pedestrian safety. Each video appears as soon as a driver logs in, making it easy to absorb the safety message when the workday begins.

The response has been overwhelmingly positive. Field leaders appreciate the short, driver-focused format, and employees connect with seeing relatable colleagues deliver the message. Our RISE videos are a small format with a big impact — and they’re helping frontline employees keep safety top of mind.

Watch Now ▶



DRIVER OF THE YEAR

Excellence in Safety and Service

Safety is foundational to how we operate, and how we serve our customers and communities. That commitment was recognized nationally in 2025 when Antonio “Tony” Carranza, a residential collection driver based in Chula Vista, California, was named National Residential Driver of the Year by the National Waste & Recycling Association (NWRA).

With more than 42 years of service at Republic Services, Tony exemplifies the values that define our frontline workforce: professionalism, accountability and care for the communities we serve. The NWRA award recognizes drivers who demonstrate exceptional safety performance, operational excellence and leadership, as evaluated through a rigorous, independent review process.

Tony is widely respected by peers and leaders alike for his consistent focus on safety and his positive presence on the job. Community members frequently recognize Tony for his professionalism and reliability, underscoring the essential role drivers play as ambassadors for our company. He is known for building meaningful connections along his route, regularly taking time to engage with residents in the neighborhoods he serves.



Honoring Dedication

In recognition of his achievement, Republic Services honored Tony at the 2025 Waste Expo in Las Vegas, where leaders presented him with the keys to a new collection truck personalized with his name and Driver of the Year recognition.



EHS as a Culture

At Republic Services, EHS is more than a set of programs or requirements – it’s a part of how we operate every day. From environmental stewardship to protecting our people, our culture is built on ownership, continuous learning and doing the right thing.

Columbus, Ohio

In Columbus, our safest Recycling & Waste business unit in 2025, safety is driven by ownership, curiosity and a commitment to continuous learning.

Columbus addresses those risks through a culture grounded in “essence over artifact,” prioritizing safe behaviors over safety metrics. But they have the metrics, too. Columbus had an OSHA Total Recordable Incident Rate (TRIR) of 0.00 for the year.

Team members are expected to do the right thing even when no one is watching, and leaders actively reinforce those expectations in the field.

A weekly GM-led safety meeting brings together leaders across divisions to review incidents, close calls and concerns.

Employees feel comfortable speaking up. When issues are identified, action follows – improving conditions and reinforcing accountability.

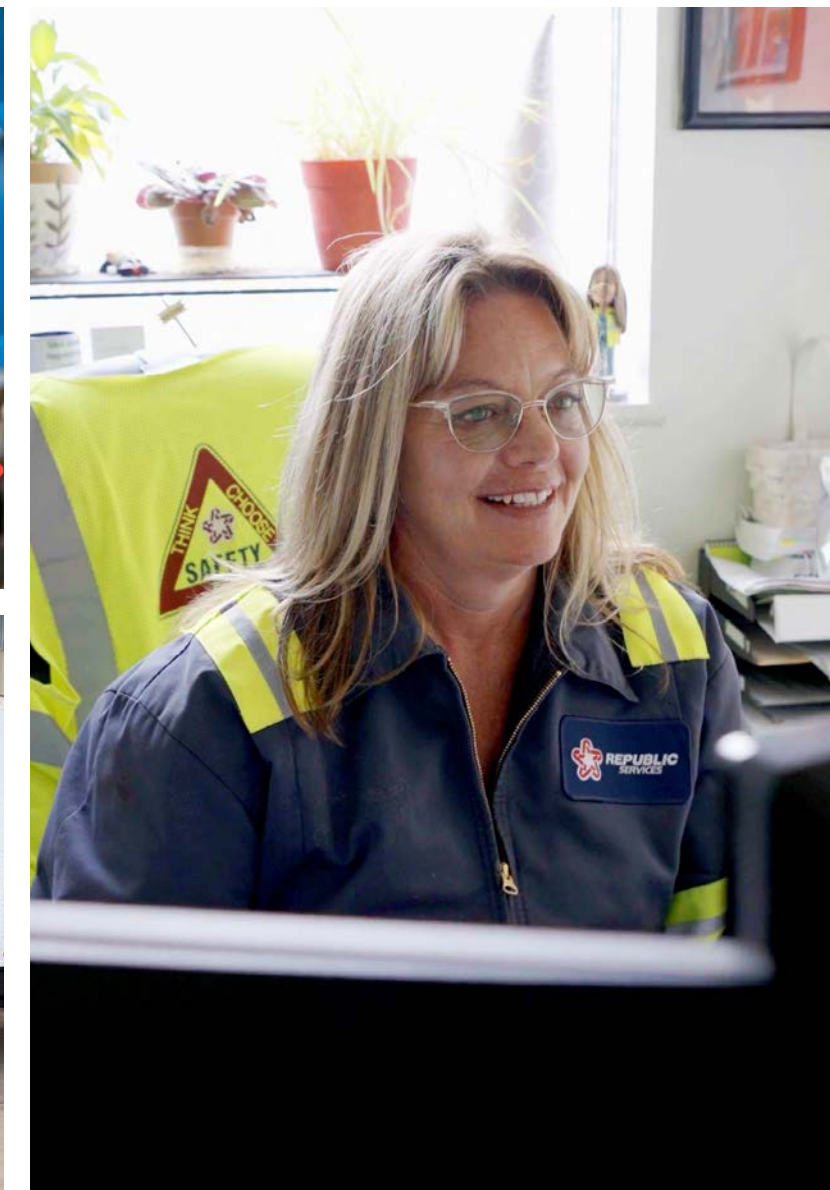
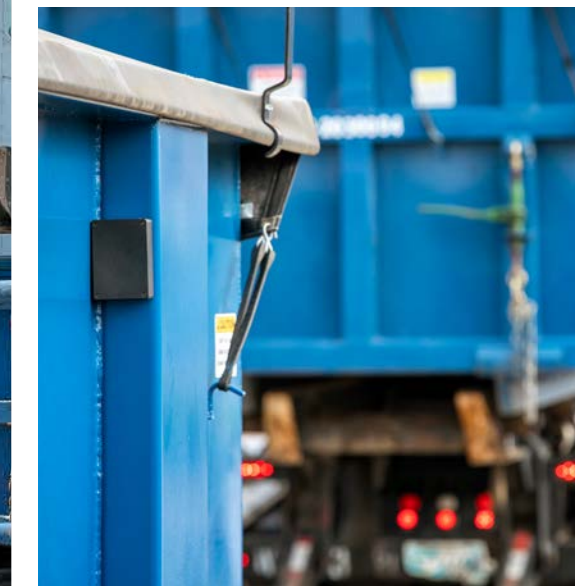
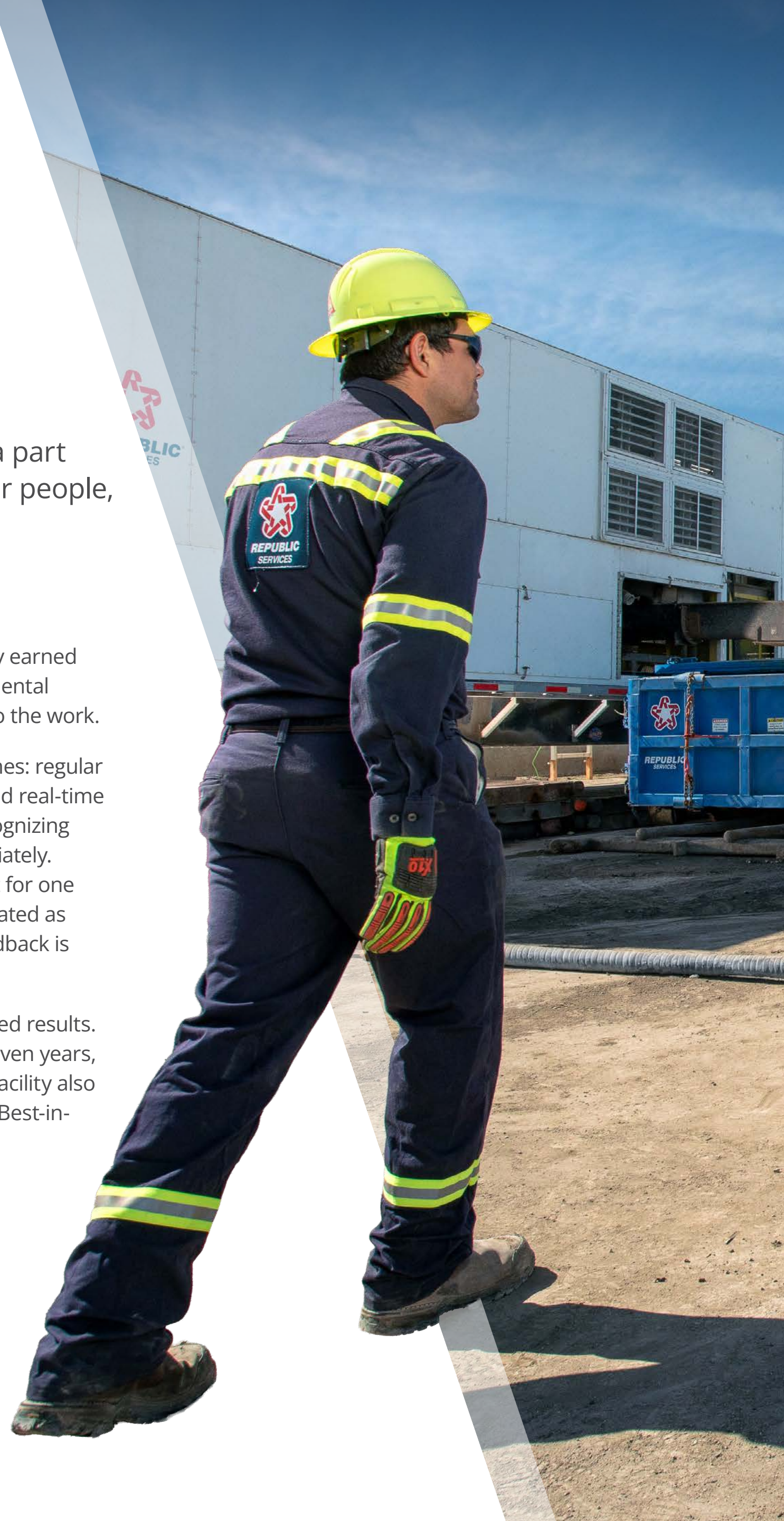
Our EHS framework helps reduce injuries while strengthening operational consistency across the enterprise.

Belleville, Michigan

Our Belleville Environmental Solutions Facility earned its rank as Republic Services’ safest environmental solutions site in 2025. Here, safety is built into the work.

The site reinforces safety through daily routines: regular field engagement, observations, follow-up and real-time feedback. Leaders are visible in the field, recognizing safe behaviors and addressing issues immediately. Supervisors set the tone, employees look out for one another, and concerns or near misses are treated as learning opportunities, not blame. When feedback is raised, action follows.

That shared ownership has delivered sustained results. Belleville has maintained a TRIR of 0.00 for seven years, with its last reportable incident in 2019. The facility also was recognized in 2025 as Republic Services’ Best-in-Class TSD/Class Landfill.



EMERGENCY RESPONSE

Answering the Call on Indian Creek

When a fuel tanker overturned into Indian Creek near Port Angeles, Washington, in July 2025, Republic Services Emergency Response Manager Jason Potts and his team had just hours to mobilize. By noon the following day, they were on the ground in one of the most ecologically and culturally sensitive areas in the Pacific Northwest.

A Complex, High-Stakes Response

The overturned tanker was carrying thousands of gallons of gasoline and diesel fuel when it left U.S. Highway 101 and rolled over into the river. The spill introduced gasoline, a flammable and toxic material, into a waterway that serves as a critical salmon habitat as well as a source of drinking water for the city of Port Angeles. A “do not drink” water advisory was quickly issued for nearby residents, and what began as a local emergency soon demanded statewide response.

Republic Services acted quickly, deploying 30 responders drawn from Washington, Oregon, California and Texas. With massive logs crossing the creek and benzene levels periodically spiking, crews worked entirely by hand to flush, rake and agitate the streambed, releasing and collecting trapped fuel.

At every stage, the hazardous conditions demanded the highest level of safety from every member of our team. All responders carried air monitors and respirators, and the team recorded zero injuries throughout the operation.

Honoring the Land and People

The creek’s remote, unspoiled setting was more than an operational challenge — it was a reminder of what was at stake beyond the cleanup itself. Indian Creek holds deep significance for the Lower Elwha Klallam Tribe and neighboring tribal nations, serving as both the home to returning salmon populations and a living part of their cultural heritage. From the very beginning, our team prioritized protecting not just the waterway, but the cultural legacy it represents.

Republic Services hired cultural archeologists who accompanied crews throughout the operation. When team members discovered two previously unmapped cultural sites, work stopped immediately and the findings were handled with care and discretion.

7K
gallons of fuel recovered

30
Republic Services emergency responders deployed

1.5
miles of Indian Creek cleaned and restored

0
injuries recorded



A Community Restored

After 21 days of hard work, the emergency response phase concluded. Working in close partnership with tribal representatives, the U.S. Environmental Protection Agency, the Washington Department of Ecology and the Clallam County Sheriff’s Office, the creek was deemed to have been sufficiently restored for the annual salmon run.

Republic Services also managed all remediation and disposal, recovering spilled fuel and transporting petroleum-impacted soil to our Roosevelt Regional Landfill in eastern Washington.





TALENT

Developing a Winning Team

Our people are our greatest strength, and we are committed to helping them grow their careers.

We invest in our employees by providing training opportunities to help with their career development..

Through initiatives like the Republic Services Technical Institute and our Professional Development Program, we are upskilling our workforce and opening doors for team members who are ready to take on new challenges.

“Believe in yourself. If you want to do it, you can do it. All you need is yourself.”

- Field Tech William Njuguna



William Njuguna

RESIDENTIAL DRIVER HELPER ———> FIELD TECHNICIAN

Originally from Kenya, William came to Republic Services in 2020 as a Residential Driver Helper, working alongside a driver to collect waste throughout Houston neighborhoods.

While William took pride in his work and the strong relationships he built with customers along his route, he saw the Republic Services Technical Institute as an opportunity to take his career in a new direction.

At the Technical Institute, William spent his mornings learning life skills and his afternoons deep in the technical work. Throughout the nine-week program, he learned about hydraulics and brake systems, as well as financial literacy and time management skills. Graduation meant demonstrating not just technical competency, but professionalism and character to match.

Today, William is completing his apprenticeship as a Field Technician, maintaining and repairing the trucks he once rode on during his daily collection route. He hopes to advance within his current role, while keeping an eye on leadership opportunities down the road.



Valeria Quintero-Bedoya

RECYCLING SORTER ———> SENIOR DIVERSION SPECIALIST

Armed with a finance degree and a desire to learn, Valeria joined Republic Services in 2023 as a sorter on the paper line at the King of Prussia Recycling Center in Pennsylvania. New to the industry, she wasted no time getting to know the business from the ground up.

Within months, her supervisor introduced her to machine operations, and she learned to run the facility's full sorting system, including the optical sorters and the baler. Her willingness to take on whatever was in front of her did not go unnoticed, and when her operations manager recommended her to pilot the Northeast Area Professional Development Program, she didn't hesitate.

The 16-week program provides essential skills training and facilitates meaningful networking opportunities with area leaders. Valeria worked alongside sorters, forklift operators, drivers and operations managers, building relationships at every level and developing a ground-level understanding of the business that would prove invaluable in the years ahead.

Today, Valeria is a Senior Diversion Specialist in the Commodity Marketing Group, overseeing materials sales from 11 recycling centers. She manages vendor negotiations and coordinates the movement of recyclables across the region, drawing on the knowledge she built during her time on the sorting line.

Connection, Support and Opportunity

At Republic Services, Inclusion and Diversity is grounded in our core value of being Human-Centered. We are committed to celebrating diversity and maintaining an inclusive workplace. One way we achieve this is through our Business Resource Groups (BRGs).

How BRGs Support Our Business

BRGs are employee-led groups and are open to all employees. Our BRGs come together to work on community and company initiatives to help foster greater employee engagement. They are a supportive community where employees and their allies can celebrate both similarities and differences, and work on projects that add value to our customers and company.

[Learn More ▶](#)



- White – 50%
- Hispanic/Latino – 26%
- Black/African American – 19%
- Asian – 2%
- Indigenous/Native American – 1%
- Other – 2%

Source: 2025 GRI Report

Our Workforce

We continually strive to maintain a workplace where employees are supported, engaged and empowered to leave a lasting impact, in the communities they serve and on our planet.

20%

Women

13%

Veterans

Investing in Growth and Performance

Investing in our people is essential to providing world-class service to our customers. In 2025, we strengthened our learning and development approach to ensure our employees — across roles, locations and career stages — have access to the tools and support needed to grow their careers.

We Expanded Role-Specific Training

In 2025, we introduced new role-based training programs tailored to the needs of key groups, including supervisors, technicians, sales professionals and customer support teams. These programs build practical skills, deepen expertise and drive performance in day-to-day operations.

We Created Opportunity at Every Level

Our development programs are designed to do more than build skills; they create pathways for growth. By aligning training with business priorities and employee needs, we are preparing our workforce to adapt, lead and deliver for our customers today and in the future.

We Developed Stronger Leaders

Our Leadership Fundamentals program reached 85% of leaders, establishing a consistent foundation for leadership expectations across the company. In addition, we expanded our Leadership Capabilities series to 11 programs, focused on critical areas such as team engagement, strategic thinking and financial acumen.

2,335

leaders participated in 290 sessions in 2025

Enhancing the Employee Experience

Employee engagement reflects the degree to which employees feel connected to our purpose, committed to their work and motivated to contribute to our success. In 2025, we strengthened employee engagement, increasing our score to 87 — 8 points above the national average — and moving closer to our 2030 goal of 88.

We believe every voice matters, and we expect all team members to take our semi-annual Employee Engagement Survey. In March 2025, approximately 99% of employees participated, and 97% took it in September 2025 – significantly higher than national benchmarks.

As part of our human-centered culture, we view employee engagement as a core part of our business strategy. Our general managers are compensated, in part, on their employee engagement scores to reinforce our commitment for leaders to listen and take action on employee feedback. This helps ensure that our leaders are rewarded for their efforts to drive a more engaged workforce.



Listening & Measuring

We enhanced our listening approach, too. We refined our Employee Experience Survey questions to better align with our priorities. Our engagement score is based on five questions, measured against a global database of 20 million respondents across 500 organizations.

Measuring engagement helps us understand our culture and our progress. Higher engagement is linked to stronger performance, improved retention, better customer outcomes and safer operations.

Building a Stronger, More Sustainable Workforce

Talent acquisition is about more than filling roles. In 2025, we focused on retention, quality of hire and a candidate experience that supports our people and contributes to long-term business performance.

During the year, we strengthened recruiting by expanding our new-hire check-in program, increasing proactive sourcing and building talent pipelines through military, technical and university initiatives. These efforts helped us attract qualified candidates and support a smoother transition into the organization, and led to our lowest-ever turnover rate.

We also continued to invest in disciplined hiring processes, community partnerships and digital recruiting campaigns. Together, these efforts broadened access to talent and helped us meet workforce needs more effectively. The new-hire experience was enhanced as well. We saw stronger alignment between candidate expectations and role requirements, and high levels of new-hire satisfaction and early engagement.

By continuing to invest in how we attract and support employees, we are building a workforce that helps us operate reliably, exceed customer expectations and deliver consistent service in the communities we serve.



A Bridge for Veterans

The Department of Defense SkillBridge program helps service members nearing retirement or separation build a path to civilian careers. At Republic Services, that includes hands-on experience, mentorship and training.

In 2025, 15 military participants took part in the program, gaining practical experience at Republic Services locations nationwide and preparing for careers across our business.

SkillBridge strengthens our talent pipeline while supporting the transition from military to civilian life and helping participants build long-term career opportunities. It also reflects our commitment to attracting skilled, mission-driven talent and creating pathways to meaningful careers across our operations.

31

Service members
trained since 2022

15

Republic SkillBridge
participants in 2025



Partnering for Sustainability

Republic Services’ vision is to partner with customers for a more sustainable world, and that’s just what we’re doing with the Town of Superior, Colorado.

Superior began service with Republic Services on April 1, 2025, transitioning waste collection for more than 1,000 homes. The contract includes EV collection service, curbside compost pickup, public education outreach, and a pay-as-you-throw model designed to encourage waste reduction and divert as much recycling and organics as possible.

Since the transition, the town has seen a meaningful improvement in data quality. Republic Services provides monthly reporting on diversion rates and cart choices, giving the town timely, actionable insights. This frequent reporting enables staff to quickly identify challenges, tailor outreach and address issues as they arise. The addition of curbside compost service has played a key role in the town’s diversion efforts, with 65% of households so far choosing to keep their compost carts.

Supporting the Town’s Action Plan

Superior’s [Sustainability Action Plan](#) outlines the community’s commitment to reducing waste and advancing more sustainable operations, including a goal of achieving a 65% waste diversion rate by 2030.

Republic Services’ use of EV trucks further aligns with the town’s sustainability priorities by helping reduce vehicle emissions associated with waste collections. Republic replaced the town’s previous diesel collection fleet with electric collection vehicles, which have zero tailpipe emissions. Charging on Colorado’s electric grid reduces emissions approximately 75% when compared to diesel, with charging emissions further reduced to zero through the purchase of Renewable Energy Certificates (RECs).

Investing in Local Infrastructure

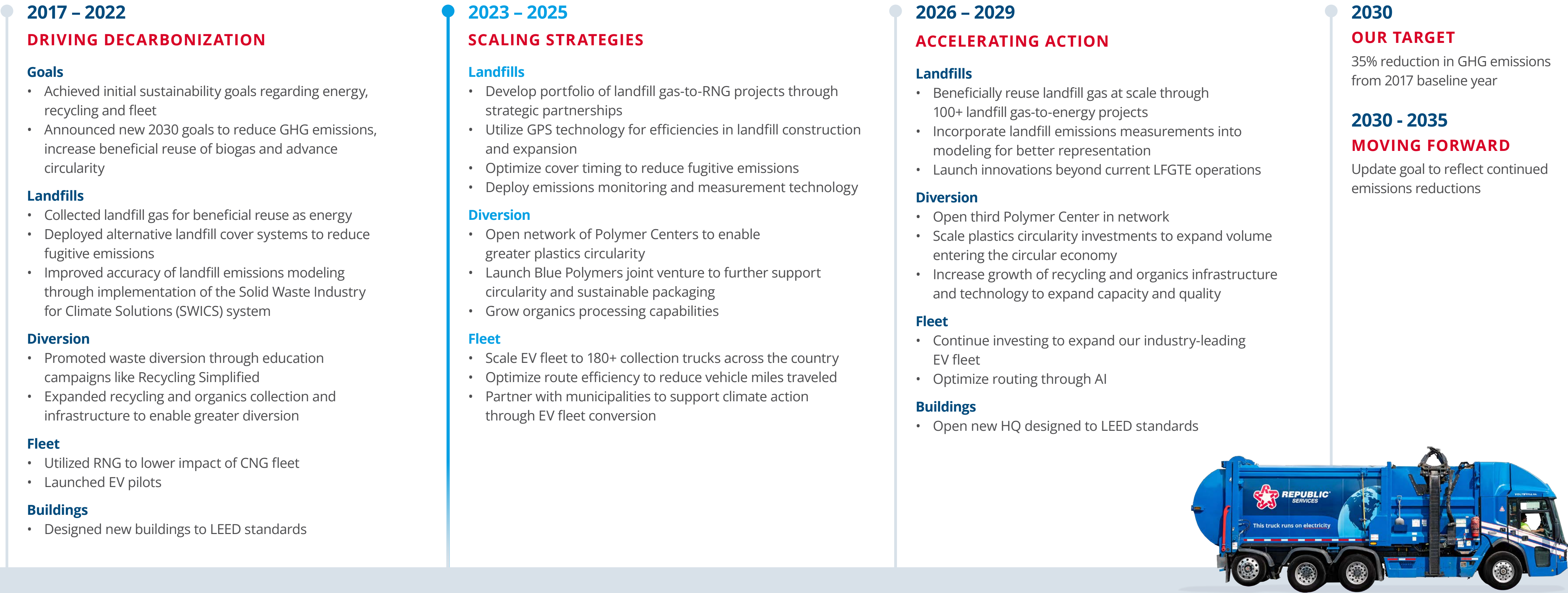
We continue to strengthen our organics recycling capabilities in Colorado through targeted infrastructure investments that directly benefit communities like Superior. We recently opened a 12,000-square-foot organics processing transfer station at our Foothills Landfill near Golden. This facility screens organics collected from homes and businesses in greater Denver to remove contamination, using specialized equipment to separate materials that do not belong in the organics stream and produce a cleaner feedstock.

This investment helps ensure that organic waste collected from Superior residents is effectively processed and put to beneficial use, supporting higher diversion rates, reducing landfill disposal and reinforcing the town’s long-term sustainability goals.



Our Climate Transition Road Map

We continue to make significant progress in reducing greenhouse gas emissions and decarbonizing operations through strategic investments in landfill gas collection and cover systems, fleet electrification and diversion infrastructure.



Growing Our Polymer Center Network

Republic Services continues to expand our recycling infrastructure to enable a more circular economy for the plastics we use every day. In March 2025, we celebrated the opening of the Indianapolis Polymer Center and Blue Polymers Complex, marking a significant step forward in scaling domestic plastics recycling and returning more material to productive use.

Indianapolis Polymer Center and Blue Polymers Complex

The Indianapolis complex is North America's first co-located Polymer Center and Blue Polymers facility. Together, the two operations are designed to transform post-consumer plastic collected from homes and businesses into high-quality recycled materials that can be used in new packaging, including food-grade applications.

Our Polymer Centers process polyethylene terephthalate (PET), high-density polyethylene (HDPE) and polypropylene (PP). PET bottles are shredded and washed to produce recycled PET (rPET) flake, which can be remanufactured into new beverage bottles. HDPE and PP are sorted by color and type and then transferred to Blue Polymers, a joint venture between Republic Services and Ravago, where the material is compounded, blended and pelletized into custom recycled resin solutions for customers.

Combined, the Indianapolis Polymer Center and Blue Polymers facilities are designed to produce more than 175

million pounds of recycled plastics annually. By enabling bottle-to-bottle and packaging-to-packaging recycling, the complex helps extend the useful life of plastic materials and reduces reliance on virgin resins.

Building a National Network

The Indianapolis facility is our second Polymer Center, following the opening of our first location in Las Vegas in late 2023. These facilities are part of our broader strategy to develop a nationwide network of Polymer Centers that strengthens domestic recycling capacity and improves access to recycled content for manufacturers.

Republic Services is continuing to expand this network with a third Polymer Center currently under development in Allentown, Pennsylvania, expected to be operational in early 2027.



Low-Carbon Circular Packaging Solutions

The domestic recycled plastic flake produced at our Las Vegas Polymer Center has a significantly lower carbon footprint (CO₂e) than representative rPET or virgin PET in the U.S. market, according to an independent, end-to-end product carbon footprint (PCF) study completed in 2025. The findings show that Republic Services' domestically sourced rPET flake can help packaging companies decarbonize their supply chains and reduce Scope 3 emissions.

The study found that our Las Vegas rPET flake has, on average, a 54% lower global warming potential than comparable rPET alternatives and an 82% lower carbon footprint than virgin PET available in the U.S. market. The study evaluated production during the first seven months of 2024 and included comparisons with both domestically produced and imported materials.

The lower carbon intensity is driven by several operational advantages at the Las Vegas Polymer Center: The facility uses a patented, energy-efficient equipment line that requires less electricity and thermal energy per kilogram of rPET flake than traditional mechanical recycling processes. In addition, processing is shared with other materials recovered onsite, and the regional utility grid serving the facility has a lower carbon intensity than either the average U.S. grid or the international grid mix considered in the study.



Our rPET flake has additional environmental benefits:

- Bottle-Grade Product:**
The study noted that our rPET flake is bottle-grade, unlike most rPET produced from mechanical recycling, enabling bottle-to-bottle circularity.
- Integrated Domestic Supply Chain:**
We manage post-consumer recycled material from curbside to flake production, in contrast to imported rPET.
- Enhanced Circularity:**
The Polymer Center process also recovers and recycles non-PET materials from the stream that would otherwise be disposed of through landfill or incineration, further contributing to a circular economy.

Powering Recycling

Republic Services continues to invest in technology and equipment upgrades across our recycling operations to improve recovery, safety and efficiency, and meet customer needs. Since 2017, we have invested \$1 billion in recycling technology and infrastructure to modernize our facilities and strengthen system performance.

That investment includes the deployment of AI and robotics systems across our recycling centers. Working with multiple manufacturers, we now have nearly 70 AI-powered robots across 26 sites, including 24 robotic sorters deployed in 2025.

These systems help process recyclables more efficiently, recover more valuable material and reduce contamination. AI-enabled technology identifies targeted materials in milliseconds, while robotic sorters separate them with greater precision. The AI engine also provides real-time data to support operational improvements.

Robotic sorters support our Risk Reduction Initiative by helping reduce exposure in higher-risk areas and allowing team members to focus on higher-skilled work, strengthening both safety and operations.

In the past year, this technology scanned and routed nearly 3 billion items away from the landfill and recovered about 3,000 tons of recyclable material, including aluminum, steel, plastics, paper and cardboard. These investments are helping make recycling more efficient, safer and more economically viable.

2025 RECYCLABLE MATERIALS

4.7M

Tons processed by Republic Services

6.4M

Tons diverted for customers

Upgraded Infrastructure in Massachusetts

In 2025, Republic Services reopened its upgraded Peabody Recycling Center, a 54,000-square-foot, state-of-the-art facility designed to expand recycling capacity and support Massachusetts' ambitious waste reduction goals.

Massachusetts has set aggressive targets through its [2030 Solid Waste Master Plan](#), which aims to reduce statewide solid waste disposal by 30% by 2030, cutting annual disposal from approximately 5.7 million tons in 2018 to 4 million tons, and by 90% by 2050.

The Peabody Recycling Center features a range of modern systems, including automated and AI-powered sorting technology, enhanced safety features and expanded processing capacity of 35-40 tons of recyclables per hour. These upgrades enable the facility to recover more material while producing cleaner, higher-quality recyclables that better meet end-market specifications.



Battery Beware: Keeping Communities Safe

Lithium ion batteries are everywhere — in most portable electronic devices and in every room of your home. While they are lightweight and convenient, they contain hazardous materials that can start fires when they're tossed in the recycling or trash.

In 2025, there were 448 reported fires industry-wide at recycling and waste facilities in the U.S., according to an industry tracking report — the highest number on record. Collection truck fires are even more common. A facility fire can cause recycling and waste services to be disrupted for months or even years.

That's why Republic Services joined industry efforts to raise awareness of the dangers of improper disposal of lithium ion batteries. Through a public education campaign, we're urging residents to skip the bin and turn batteries in.

For more information, visit:

BatterySafetyNow.org

RepublicServices.com/LithiumBatteries

Action Through Organics Diversion

Organics recycling plays an important role in our operations as customers in a growing number of states are increasingly seeking diversion solutions for food and yard waste. Legislation is accelerating the need for additional infrastructure too, so in response we are investing in programs and processing capabilities that support a circular economy.

Expanding in California

In California, we operate 17 organics facilities. In 2025, we processed 884,000 tons of food and yard waste across the state, helping customers and communities divert organic material from landfills and put it to beneficial use.

We continue to expand our organics infrastructure and processing capacity in California to help customers comply with the state's Short-Lived Climate Pollutants law (SB 1383), which calls for significant reductions in organic waste sent to the landfill.

In 2025, we opened an organics transfer station at our Sonoma County Central Landfill to handle food and yard waste from homes and businesses. The facility includes a commercial food waste pre-processing line that removes contamination and is capable of handling approximately 20 tons per hour.

Clean food waste is transported to the Central Marin Sanitation Agency in San Rafael, where it is converted into renewable energy through anaerobic digestion. There, microorganisms

break down the organic material to produce biogas, which is used to generate electricity to power the wastewater treatment operations. The agency now generates about 20% more electricity than it uses, selling excess power to Marin Clean Energy.

Yard waste from Sonoma County is transported to our Richmond Compost Facility, where it is converted into nutrient-rich compost.

We also broke ground on the San Bernardino Sustainability Park in Southern California, which will be able to process more than 300,000 tons of food and yard waste into compost annually. It is expected to open in late 2026.

Investments such as these strengthen California's organics recycling infrastructure, help reduce landfill emissions and create beneficial end products from material that would otherwise be discarded.

OUR OPERATIONS

1.1M

Tons of organics processed in 2025

5

Green waste facilities

1

Anaerobic digestion facility

7

Commercial food waste processing facilities

14

Compost facilities



Monitoring and Reducing Landfill Emissions

Monitoring and reducing landfill emissions is an important part of how we minimize our environmental impacts and improve operational performance. We continue to invest in technologies and systems that help us identify potential issues sooner, strengthen gas collection systems and support ongoing emissions reduction across our network.

In 2025, we expanded our use of drones to monitor landfill emissions and identify opportunities to improve system performance. Working with the Environmental Research & Education Foundation (EREF), we supported pilot projects in the United States and Canada to quantify greenhouse gas emissions at landfill sites.

Our goal is to strengthen emissions measurement with operational data that can complement traditional tools such as the SWICS emissions modeling system and support better practices across the industry.

Finding Issues Faster

Drone imagery gives us a clearer view of landfill emissions and helps our teams identify areas where repairs or adjustments may be needed in gas collection systems. Although the technology is currently used for operational purposes rather than regulatory compliance, it is improving how we detect and respond to potential issues.

As of 2025, 90% of our active landfill sites had gas collection systems. We added approximately 1,000 new gas wells to these systems last year. Since 2017, we've increased the number of gas wells at our landfills by 30%.

Advancing Monitoring Tools

We are also working with equipment manufacturers to improve drone-based monitoring systems by adding features such as weather data, to help understand wind conditions, and camera gimbals that allow cameras to rotate instead of being fixed. Our operational insights are helping refine these tools so they can deliver more useful data in the field.



Using Telemetry to Support Landfill Gas Systems

In addition to drone monitoring, we are expanding data telemetry across our landfills with gas-to-energy projects. These systems provide updated information throughout the day, allowing us to monitor gas flow remotely and identify potential issues.

With more timely visibility into system performance, our teams can take action sooner, improve uptime and help keep gas collection systems operating effectively. Together, drone monitoring and telemetry are strengthening our ability to detect issues, respond quickly and support ongoing emissions reduction efforts.

2025 HIGHLIGHTS

220 Drone flights	61 Landfills with drone flights
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Open Lands and Biodiversity

Creating a more sustainable world means fostering an environment in which all living things can thrive. Across our operations, Republic Services is striving to protect biodiversity by actively preserving open spaces and critical habitats for native wildlife to flourish.

130 Environmental Park Landfill

📍 Lockhart, Texas

While 130 Environmental Park (130EP) spans more than 1,200 acres, the landfill itself occupies only a portion of that footprint. In fact, 520 acres are maintained to preserve native Texas wildlife — including deer, turkey, rattlesnakes, wood storks, the Texas horned lizard, the golden orb mussel and the endangered Texas pimpleback mussel.

Guided by an Open Space Agriculture Wildlife Management Valuation Plan, the 130EP team works year-round to protect the native Texas landscape and enable local flora and fauna to flourish. The team actively controls invasive weeds to give native plants room to thrive, operates deer feeders to sustain the local herd, conducts annual deer population counts and ensures adequate nesting conditions for wild turkeys during breeding season.

Kestrel Hawk Landfill

📍 Racine County, Wisconsin

What was once an active landfill has been transformed into roughly 250 acres dedicated entirely to wildlife. A National Wildlife Federation-certified habitat, Kestrel Hawk Landfill sits along the Great Lakes Flyway in Wisconsin. The site draws an abundance of transient bird species that rest on the property during spring and fall migration, including American kestrels, Cooper’s hawks, red-tailed hawks, eastern meadowlarks, bald eagles and bluebirds.

The site also features an 11-acre restored prairie open to the public, with a trail through native grasses and seasonal plantings. To manage vegetation and combat invasive species, our team partners with a local farm to use sheep and goat grazing as a low-impact, natural solution.



Expanding Renewable Energy Solutions

We continue to invest in renewable energy projects at our landfills to reduce emissions and expand lower-carbon solutions for customers and communities.

When organic waste, including food scraps and yard trimmings, decomposes in a landfill, it generates biogas. This biogas is collected through wells and, where feasible, is converted into renewable energy.

Biogas can be utilized as energy in three ways:

- Renewable natural gas (RNG) for use as a low-carbon fuel
- Electricity to support the public utility grid
- Thermal energy for heating or to power industrial boilers

Growing Our Solar Portfolio

Solar energy remains an important part of our renewable energy strategy. In 2025, we brought a new solar project online at Pine Avenue Landfill in Niagara Falls, New York. We now host solar projects at seven locations that generate electricity for our operations and the public utility grid.

We also support solar development through equity investments. Through our partners, we invested in more than 100 utility-scale solar projects that generated more than 2 million MWh of electricity in 2025.

In 2025, nine new RNG plants achieved commercial operations at our landfills. These plants produce low-carbon fuel, support emissions reductions in the communities we serve and advance our goal to increase beneficial biogas reuse by 50% by 2030.

Our renewable energy portfolio now includes 77 landfill gas-to-energy projects and seven solar projects.

NEW RNG PROJECTS IN 2025

- | | | |
|-------------------|-------------------|--------------------|
| • Aulander, NC | • DeSoto, IL | • Union City, TN |
| • East Sparta, OH | • Dixon, IL | • Murfreesboro, TN |
| • Pimento, IN | • East Moline, IL | • Dora, AL |



More EVs, Lower Fleet Emissions

We're expanding our electric collection fleet to reduce emissions and support customer climate goals. Republic Services has made the industry's largest commitment to fleet electrification and now operates the largest EV collection fleet in North America.

At the end of 2025, more than 180 electric collection trucks were operating across the country, supported by charging infrastructure at 32 sites. We expect to have more than 300 EVs in service by the end of 2026.

2025 HIGHLIGHTS

37%

Reduction in total fleet emissions over 2017 baseline

180+

Republic Services electric collection vehicles on the road

0

Tailpipe emissions from our electric vehicles

Expanding in California

Republic Services partnered with the City of San Pablo to launch California's first fully electric residential recycling and waste collection fleet. San Pablo's fleet includes five McNeilus Volterra EVs. This truck, developed with input from Republic Services, is the industry's first fully integrated electric recycling and waste collection truck.

The Volterra produces zero tailpipe emissions and includes features that support safer operations, such as 360-degree cameras, a larger windshield and automatic braking.

This transition supports San Pablo's [Climate Action Plan](#) by reducing greenhouse gas emissions and helping the city work toward its 2035 goal to cut emissions 30% below 2005 levels.

To date, we have partnered with five municipalities to transition recycling and waste collection to fully electric operations.



Route Optimization Through AI

Republic Services is improving route optimization through the RISE platform, using AI-driven routing to reduce miles traveled and improve fleet efficiency. This helps create a more efficient collection network with lower emissions.





Climate Benefits

Our environmental impact extends beyond the steps we’re taking to reduce our operational greenhouse gas (GHG) emissions. Through recycling, organics diversion, renewable energy production and landfill carbon sequestration, we’re helping avoid and store emissions. These outcomes reflect an important part of how we contribute to climate progress across the communities we serve.

Avoided emissions represent what happens when a company’s products, services or operations help prevent emissions elsewhere. For example, recycling conserves energy, preserves natural resources including forests and reduces methane generation that would otherwise have occurred.

Stored emissions involve the permanent storage of organic materials such as paper, wood and yard waste in a landfill. Because the lack of oxygen prevents full decomposition, much of the biogenic carbon from these materials is sequestered in the landfill rather than being released into the atmosphere.

Avoided and stored emissions are calculated using different factors and represent different time frames than the Scope 1 and 2 emissions we report from our operations.

Avoided emissions from recycling and organics diversion, renewable energy production and carbon sequestration in landfills are calculated using the U.S. EPA Waste Reduction Model.

These climate benefits are measured independently from our GHG inventory, which follows the GHG Protocol. Fugitive emissions from landfills are quantified using a first order decay model, meaning that the emissions we report for 2025 are the result of many years’ worth of waste anaerobically decomposing.

Together, these measures provide a broader view of how our operations and services contribute to climate outcomes.

2025 EMISSIONS STORED & AVOIDED

Metric tons of CO₂ equivalent

27.9M

Stored through carbon sequestration

10.5M

Avoided through recycling and organics diversion

3.8M

Avoided through renewable energy production





COMMUNITIES

Preserving History, Investing in Community

The Republic Services Charitable Foundation exists to help strengthen the communities where we live and work. In 2025, that commitment took shape in Kansas City, Missouri.

The Foundation provided a \$100,000 grant to the Negro Leagues Baseball Museum, the only national museum dedicated to preserving and celebrating the history of African-American baseball.

Supporting Mission-Driven Projects

The grant supports the creation of the Buck O’Neil Education & Research Center, housed in the historic Paseo YMCA, where the Negro National League was founded in 1920. Once complete, the center will offer more than 40,000 square feet of exhibits, archives and educational facilities for visitors, students and researchers.

Funding also supports Monarch Plaza, the former home of the Negro Leagues’ Kansas City Monarchs and a lasting tribute to the players, including Jackie Robinson, who once called it home.

Beyond the Grant

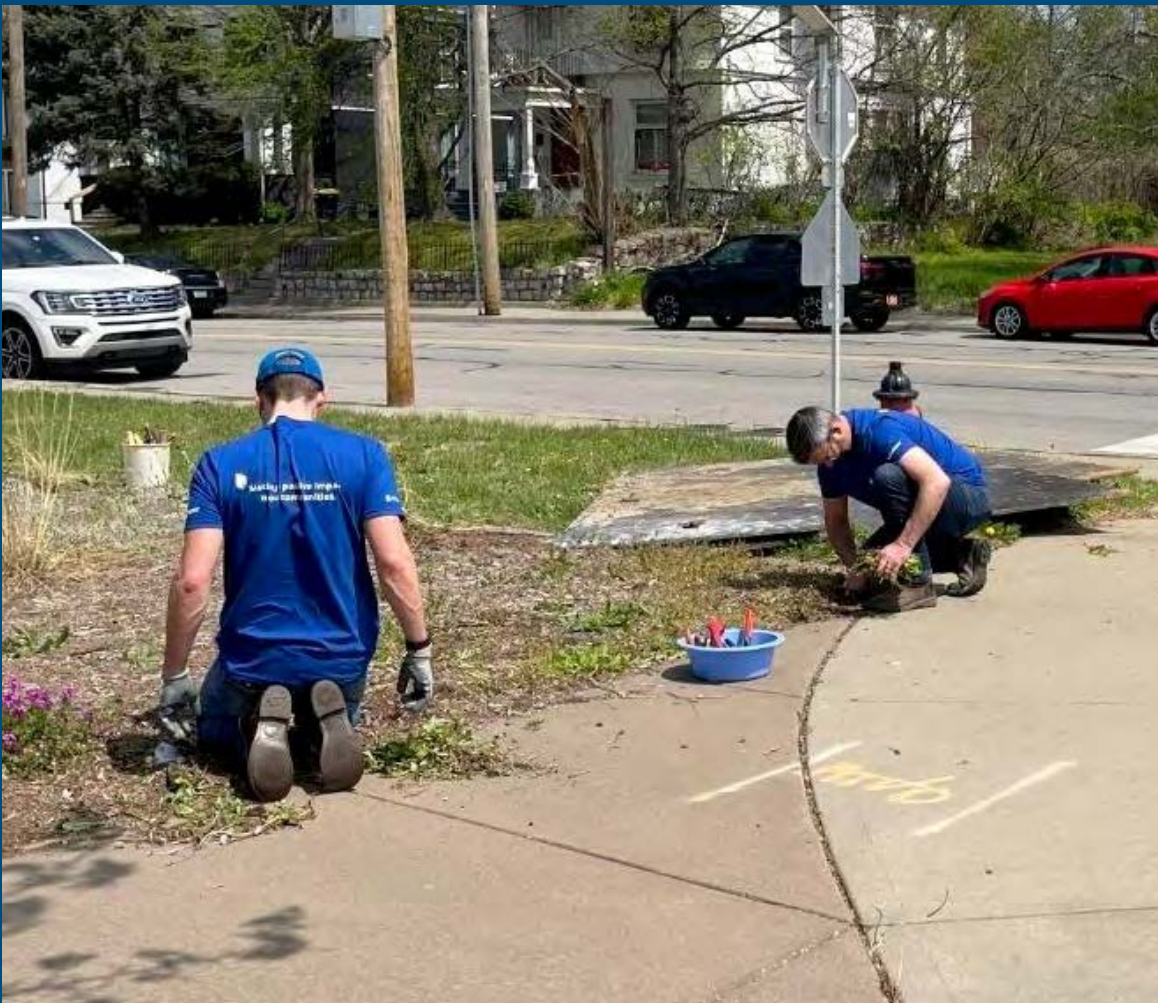
Local employees had the opportunity to participate in service events at Monarch Plaza and the Buck O’Neil center, helping to restore and maintain the historic sites. Additionally,

employees joined the Annual March of the Monarchs celebration, a community walk that honors the legacy of the Monarchs baseball team.

Museum President Bob Kendrick described the partnership as a tremendous show of support — not just for the museum, but for the broader community it serves.

*“We can learn a lot
from our history to
help shape our future.”*

- SVP Larson Richardson



National Neighborhood Promise

National Neighborhood Promise (NNP) is the signature community investment program of the Republic Services Charitable Foundation. Since 2017, this program has supported neighborhood revitalization and sustainability projects in the communities we serve through grants, in-kind donations and volunteerism. In 2025, grants totaling nearly \$3 million were awarded to 14 nonprofit organizations, with projects expected to positively impact more than 2.1 million people.



2025 NNP PROJECTS

Alaska Trails

📍 Anchorage, Alaska

Enhance trail restoration and accessibility at Far North Bicentennial Park through workforce training, and youth and volunteer programs.

Community Action Partnership of North Alabama, Inc.

📍 Decatur, Alabama

Construct a homeowner empowerment center to provide skill-building workshops and hands-on training for community members.

UMOM New Day Centers

📍 Phoenix, Arizona

Renovate the emergency shelter courtyard and beautify a gathering space for more than 300 children and their families staying at UMOM.

St. Francis Center

📍 Los Angeles, California

Provide a commercial freezer, pallet storage and other facility improvements to increase the organization’s capacity to distribute food to community members.

Arvada Community Food Bank, Inc.

📍 Arvada, Colorado

Enhance the facility with a welcoming shopping area, expanded warehouse, perishable food storage, and space for recycling and composting.

Trust for Public Land

📍 Greeley, Colorado

Transform a vacant lot into a pocket park with a welcoming garden and shaded outdoor classroom.

Rebuilding Together Metro Chicago

📍 Chicago, Illinois

Improve Cornerstone Community Outreach, a housing shelter and supportive services organization serving the Chicago Uptown community.

Detroit Horse Power

📍 Detroit, Michigan

Furnish the nation’s largest urban equestrian education center to support summer camps and programming for youth.

Habitat for Humanity of Huron Valley

📍 Ypsilanti, Michigan

Improve West Willow Park with ADA-accessible parking, a youth basketball court, shaded seating and exercise stations.

Montana Food Bank Network

📍 Missoula, Montana

Construct a Volunteer Repack Room to more than double volunteer capacity at the organization serving communities statewide.

Foundation for the Reading Public Museum

📍 Reading, Pennsylvania

Install publicly accessible Wi-Fi throughout the museum to enhance programming and educational opportunities for the community.

Larry J. Macaluso Elementary School PTO

📍 Red Lion, Pennsylvania

Replace the current playground with ADA-compliant, sensory-friendly structures and accessible walkways for students and the community.

Agape Ranch

📍 Corpus Christi, Texas

Install a contemplation garden, sensory playground and perimeter fence for a neighborhood that helps keep foster siblings together.

Play for All

📍 Round Rock, Texas

Develop an all-inclusive play area teaching children of all abilities about recycling, renewable energy and sustainability.

NATIONAL NEIGHBORHOOD PROMISE

Employees Blaze Trails in Alaska

As our business expands to new geographies, so have our community investments.

In 2025, our Anchorage team partnered with Alaska Trails, a nonprofit that works to build and maintain trail systems across the state. Through the National Neighborhood Promise (NNP) program, we revitalized trails at Far North Bicentennial Park — the largest park in Anchorage — improving safety and accessibility for the East Anchorage community.

Our employees rolled up their sleeves for two days of hands-on work at the park’s north side, which serves neighborhoods that have long lacked access to quality outdoor recreation. During the first event,

volunteers cleared brush and debris along the North Bivy Trail, helping lay the groundwork for our seven-week, NNP grant-funded project to construct a new bridge and reroute sections of the trail. On the second volunteer day, our employees turned their attention to the Moose Ridge Loop, clearing overgrowth and improving sight lines to create a safer experience for bikers and hikers.

These improvements have helped give East Anchorage residents a safer, more welcoming path to the outdoors.



ONGOING IMPACT

Rebuilding Together Metro Chicago

The Republic Services Charitable Foundation supports nonprofit organizations across North America that are helping to maintain and revitalize sustainable neighborhoods. Our long-standing partnership with Rebuilding Together Metro Chicago (RTMC) is a clear example of this approach in action. Through our ongoing investment in infrastructure and services with Rebuilding Together Metro Chicago, Republic Services and community leaders are working together to leave a lasting legacy.

PROJECT HIGHLIGHTS

- 2018**

Rebuilding Together Metro Chicago was one of the first eight recipients of NNP grants, which supported the organization’s National Rebuilding Day. The event repaired and revitalized the homes of 90 low-income homeowners in Chicago and suburban Cook County.
- 2020**

The Foundation funded a major renovation of the Chicago Youth Programs Community Center in Washington Park/Englewood, which serves more than 450 at-risk youths each year. Improvements included replacing the gym floor, removing an unused stage and adding storage space, while exterior repairs were completed on fencing and security gates, giving children and teens a revitalized space to study and play.
- 2022**

Grant funding supported critical repairs at Margaret’s Village in Englewood, a facility that provides transitional housing for women, children and families experiencing homelessness. The work focused on roof and masonry repairs, helping ensure the building remained safe and operational so services could continue without disruption.
- 2023**

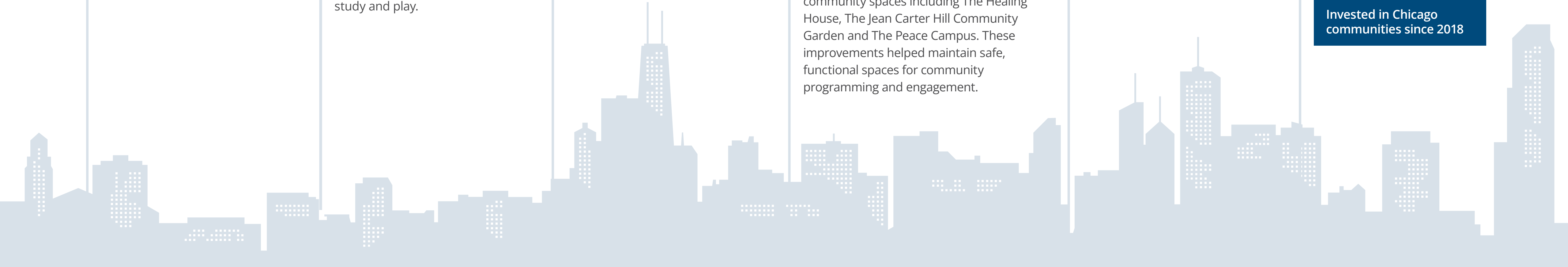
In honor of Martin Luther King Jr. Day, Republic Services employees partnered with the organization to improve the Ada S. McKinley Aztlan Community Industries Center, which serves adults with developmental disabilities. Volunteers completed landscaping, interior patching and painting, and helped build exterior furniture.

An NNP grant supported a project with Imagine Englewood If, enabling repairs to community spaces including The Healing House, The Jean Carter Hill Community Garden and The Peace Campus. These improvements helped maintain safe, functional spaces for community programming and engagement.
- 2024**

Support for Habilitative Services, Inc. focused on expanding and improving its headquarters. Enhancements included additional office space, a community room, and training and work areas for adults with developmental disabilities, along with a transitional housing component to better serve clients.
- Planned in 2026**

The partnership will return to the Ada S. McKinley Aztlan Community Industries Center to develop an urban farm. The project is designed to provide job skills training while improving access to fresh food in the surrounding community.

\$1.5M
Invested in Chicago communities since 2018



LOCAL ENGAGEMENT

Giving Back to the Communities We Serve

Guided by our goal to create sustainable neighborhoods and positively impact 45 million people, we are committed to giving back not only through the essential services we provide but through meaningful investments of time and resources.

Our Community Grant Program supports local nonprofit organizations focused on neighborhood revitalization, safety, disaster relief and social services. But our commitment goes far beyond monetary donations.

Our employees show up for their neighbors in big and small ways — participating in local parades, organizing school supply drives and volunteering at community events. From touch-a-truck events to making birthday wishes come true, our employees are always going above and beyond in the communities we serve.

Earth Day Recycling Drive

📍 Las Vegas, Nevada

To make Earth Day meaningful at the local level, Republic Services employees in Las Vegas helped organize a community recycling event alongside Sustainability Partners of Southern Nevada. In total, volunteers collected more than 15 shredding bins of documents, eight large boxes of electronics, a 20-yard dumpster filled with recyclables, and enough clothing and furniture to fill half a truck.

Turkey Transportation

📍 Sacramento, California

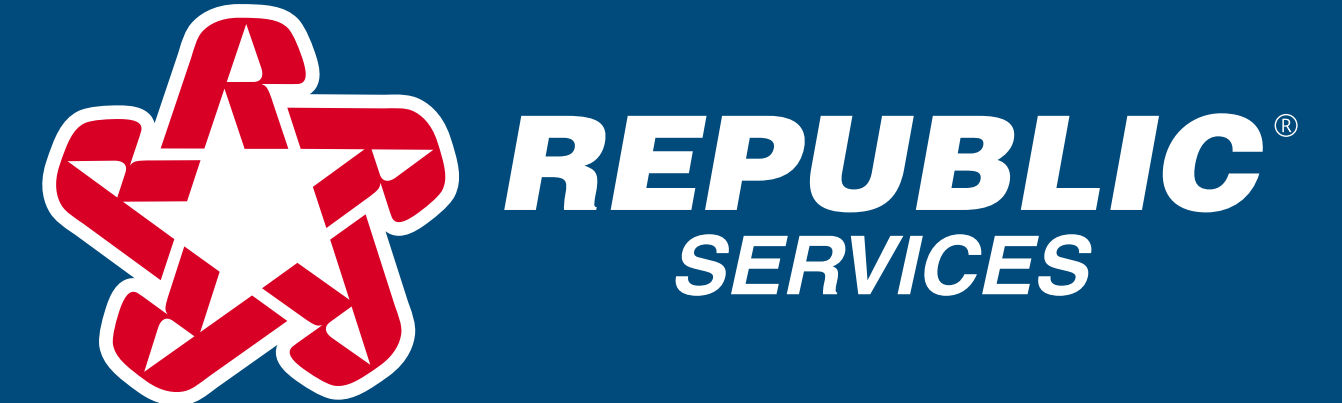
When the Elk Grove Food Bank lacked the trucks and forklifts to move a massive Thanksgiving food haul, Republic Services stepped in. Our Sacramento team loaded and transported 54 pallets containing more than 30,000 pounds of turkey and Thanksgiving food for distribution to thousands of local families across the Greater Sacramento Area.

Operation Backpack

📍 Chicago, Illinois

For the third consecutive year, employees in Republic Services' Midwest Area Office participated in Operation Backpack, filling 144 backpacks with grade-specific school supplies for children supported by Volunteers of America Illinois. The annual drive ensures kids of veterans attending Chicago Public Schools have what they need before the first bell rings.





Learn more about our sustainability work through our GRI, SASB, Climate Risk Report and other reports at RepublicServices.com/Sustainability/Reporting

For information on how Republic Services can help you achieve your sustainability goals, reach out to SustainabilitySolutions@RepublicServices.com

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